



MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

DATE: 11/17/88

PRESIDENT
ARTHUR R. OSBORN

TO: MEMBERS OF THE EXECUTIVE COUNCIL
MASS. AFL/CIO

EXECUTIVE VICE PRESIDENTS
JOSEPH M. LYDON
JOSEPH C. FAHERTY
JAMES FARMER

RE: DECEMBER EXECUTIVE COUNCIL MEETING

SECRETARY-TREASURER
ROBERT J. HAYNES

Enclosed for your review and approval are the minutes of the October Executive Council meeting.

VICE PRESIDENTS
RICHARD ABDOW
RONALD ALMAN
EDWARD F. BURKE JR.
ARTHUR BUTLER
GIRO J. CARDINAL
LINDA R. CHIGAS
THOMAS CHIRILLO
JANET CIEJKA
EDWARD W. COLLINS JR.
JOHN P. CONLEY
JOSEPH A. DART
NICHOLAS DIMITROPOLIS
CHARLES DeROSA
PAUL L. DEVLIN
RONALD A. FERRIS
WILLIAM J. FOLEY
WILLIAM F. IRVIN
JOSEPH W. JOYCE
JULIA KAMEL
THOMAS P. KERR
DONALD J. LEAHY
DICK LeBLANC
DAVID LIMA
KEVIN MAHAR
CHARLES McDEVITT
NANCY MILLS
A. MICHAEL MULLANE
HERBERT OLLIVIERRE
JOHN PHINNEY
TONY ROMANO
JOHN F. SIMMONS
DOROTHY THOMAS
CHARLES E. THOMPSON
BARNEY WALSH
MANNY WILLIAMS

Our next meeting is scheduled for:

THURSDAY, DECEMBER 15, 1988

PARK PLAZA HOTEL
STANBRO ROOM

10:00 A.M.

Following the meeting, our annual Christmas Party will be held at 8 Beacon Street, 3rd Floor.


Fraternally,

Robert J. Haynes
Secretary-Treasurer

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afl/cio
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MASSACHUSETTS / AFL-CIO

8 BEACON STREET • BOSTON, MA 02108 • TELEPHONE 617 / 227-8260



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MINUTES
MASSACHUSETTS AFL/CIO
EXECUTIVE COUNCIL MEETING
DECEMBER 15, 1988
BOSTON PARK PLAZA HOTEL, STANBRO ROOM

PRESENT; Pres. Osborn, Sec./Treas. Haynes, Exec. V.P.'s Lydon, Faherty and Farmer, Vice President's Abdow, Alman, Burke, Butler, Cardinal, Chigas, Collins, Devlin, Irvin, Kerr, Leahy, LeBlanc, McDevitt, Mills, Ollivierre, Phinney, Romano, Thomas, Walsh, and Williams

ABSENT; Vice Presidents Chirillo, Ciejka, Conley, Dart (ub), Dimitropolis (ub), DeRosa, Ferris, Foley, Joyce, Kamel (ub), Lima, Maher, Mullane, Simmons (ub), Thompson

Meeting opened with a prayer by Vice Pres. Collins.

MMS to accept minutes of last month's meeting. So voted.

Pres. Osborn mentioned that Phyllis Gifford, his Executive Secretary was leaving because of an opportunity to work in a law firm. He also stated it would be a great loss.

MMS to thank Phyllis for the excellent services to the Council and the membership. So voted.

Pres. Osborn reported that the position would be filled by Louanne Zawodny. He stated that she had worked at the Council in the past and that she was a good trade unionist.

PRESIDENT'S REPORT

Pres. Osborn reported on his activities over the past month:

- Was keynote speaker with 200 lawyers who are interested in the Workers Comp. Reform. The lawyers are back in and the insurance companies do not care - the doctors are being taken care of - the judges' case loads are being built up and the courts sent out a ruling now that they can do fact finding which means they will be taking longer on cases. Exec. V.P. Farmer and himself are working very hard on this subject. The Pres. further stated that the funds have been frozen and he has been promised that the 43 positions that were suppose to be slotted will be filled before the end of the fiscal year.

- United Way kickoff - 48 million dollars is the goal. There is a lot of irritation regarding the salaries of the U/Way Directors because the organization is suppose to take care of the disadvantaged and the large salaries will cause grief from the public.

- Read a communication from the United Paperworkers in Maine thanking the council for all the help they have received over the past months and asking for continued support. The letter stated that only 1% of the workers have been called back and they would like to give the children of the members of Locals 14 and 246 a good Christmas. The Pres. mentioned that the staff took up a collection and are sending it to Jay, Maine and he invited members of the Council to do so.

- Attended with Sec./Treas. Haynes the Western Massachusetts Building Trades Christmas luncheon and mentioned that Joe Dart sends his best to the Council. Joe also was thankful for his own involvement and the experience he got working on Question #2.

- Met with D.J. Charlie Laqwidara from one of the Rock Stations and Pres. Trumka, United Mine Workers regarding the Shell Boycott. He stated that Mayor Flynn is the first Mayor to ever issue a boycott.

- Plans for a rally for the railway workers in the Western part of the State. This rally will probably be put together and take place the end of January. He mentioned that these railway workers helped on Question #2.

- Request from V.P.'s Mills and Phinney to support Mike Walsh from the NLRB office. He is looking to replace Mike Fuchs. The only other person competing is a women sponsored by the Reagan administration and she is greatly influenced by the people promoting her.

MMS to endorse the candidacy of Mike Walsh for Regional Director of the NLRB. So voted.

- Pres. Osborn stated that he and Sec./Treas. Haynes are meeting weekly with Giro Cardinal to try and help his program. Giro is reaching out to the members of the Council and the Central Labor Council for support. Arthur further stated that the Council a year ago was able to help another organization like this that was in a struggle - ISP.

- The State of the Union Conference was discussed. Last year's conference was very successful. Because of all the good things that have happened for Labor this year, they should be discussed. The Central Labor Council Officers and the Building Trades Council Officers were a part of this Conference last year and this year an invitation is extended to any of the Vice Presidents that would like to come - the Conference will be held at the Lincoln Sheraton in Worcester - agenda has not been completed - ideas are welcome. The cost will be picked up by the Council except for rooms. The Laborers hosted the Conference last year and a lot of good things came out of that Conference.

especially some of ideas for both referendum questions 2 and 4.

- Spoke with the Executive Officers on what the Labor Movement is going to do after the victory on Question 2. We must make sure that we do not forget the people who helped.

- Spoke about the Naugatuck Valley Project - this project was started by Ken Goldstein from Connecticut - he was invited to speak about this program at the Convention in October - He was recommended by the Connecticut AFL/CIO and he would like to start a similar project in Massachusetts. He is interested in the Merrimack Valley area and he has appeared before the Lawrence/Haverhill CLC and met with Dave Cunningham from the Lowell CLC and Bill Ryan from the Merrimack Valley Building Trades Council. The project is mainly geared for affordable housing, funds for education and plant closing. It is a six month project - if given endorsement it will be used as a pilot type program to see if this is a coalition we could put into effect across the state or say we tried and it is not good for the movement to be involved in. The cost was discussed - \$9000 for the churches, \$5000 for Labor and \$4000 for community groups to invest. Pres. Osborn stated we would go to some of the more affluent unions who are interested in this type outreach program. He further stated that he would like the Council to support this project and donate \$500 as a sign of leadership - this project would build on what we created on Question #2. Pres. Osborn introduced Jim Kelley, President of the Lawrence/Haverhill CLC and he went into detail on the whole concept of this project. He stated that Labor would be politically stronger by getting involved in housing, getting the attention of legislators and economic issues. He further stated that funding of the project is at hand. He was meeting with housing groups and Church leaders to see about getting funds. He mentioned that these groups are interested and he hoped this concept might spread throughout the Commonwealth.

Pres. Osborn stated that the primary issue in this project is affordable housing and then the other issues.

Vice Pres. Walsh explained the Carpenter's annuity fund project that began six years ago. The Archdiocese of Boston's leadership was involved. He stated that the Church put up money and also some of the trades - land was bought in the Merrimack Valley. They made a promise that 300 units would be built per year. The trades would supply the machinery and manufacture the housing. Now the project is dead and the Archdiocese because of the market has pulled out. V.P. Walsh also stated that we are not getting anything out of this houses that are going in only about three days after the foundation is in they bring in the prefab house. The workers are coming in from out of state and even from over seas. We must generate the work through the community we are

working in.

Exec. V.P. Farmer agreed that the concept of the program is good. If we are going to monopolize on what we created in the Quality of Life Committees in the neighborhood we should be sitting on neighborhood committees in all parts of the state. We should be promoting ourselves - we can build these houses for the same money that we can prefab them for - we have to put the coalition and the neighborhood together so we can get great visibility. He further mentioned that he thought the only drawback was an out of townner coming in to head up this program when there is enough local talent around to run this type of project.

V.P. Mills asked how the program was run?

Jim Kelley stated that Labor would have a say, the Church would have a say and the housing people would have a say - representation would be who pays what per capita.

V.P. McDevitt asked who is running the project?

Jim Kelley answered that it was Ken Goldstein.

V.P. Thomas stated that the Hotel and Restaurant Workers had just negotiated a new contract. She also mentioned that they needed help with Taft Hartley 320C. She asked the Council for support by writing to Moakley and Kennedy.

Pres. Osborn stated that after the order of business that was being discussed V.P. Thomas should make a motion that the Council would support the request on behalf of the Hotel & Restaurant Workers.

Exec. V.P. Faherty agreed with Exec. V.P. Farmer on his feeling about the above mentioned program that if we have a local person to handle the project he should do it. However, if we have someone who has already started the project which is the first one in the country and he has a good track record, we should go with him. He also stated that this is the first coalition that is tied in with the AFL/CIO.

Exec. V.P. Faherty explained that on V.P. Thomas's point that he was interviewed on Channel 7 by Marianne Kane on the housing initiative and that he had stated that it was the AFL/CIO's commitment to get the Taft Hartley Act changed and that it was not just in Massachusetts but throughout the U.S. He advised that the only part that was aired on Channel 7 was that he said that Many unions were not getting involved in the housing initiative until the law was changed. For the record, he stated he was the official spokesman for the Massachusetts AFL/CIO and he told the news media that we were backing Dominic's position on

getting that law changed down in Congress. When the motion is made, we can do it officially.

V.P. Williams stated that he thought it was a good idea to get a coalition together between all kinds of groups because in the victories of Question 2 and 4 it was efforts of Labor, Church groups and community groups.

Jim Kelley stated that in the Lawrence and Lowell areas a couple of churches are closing because they cannot afford it just as we are losing plants they are losing membership in their churches. They want a balance with Labor to strengthen their position with Legislators and Mayors where they had none before.

Pres. Osborn stated that the Executive Officers have met and agreed to go forward to the full council to support this project.

V.P. Devlin made a motion to support recommendation of the Executive Officers.

MMS to support this project. So voted.

Pres. Osborn wished the Council a happy holiday season and mentioned the great year Labor had in this State and he asked for the continued support of the Council in the coming year.

V.P. Cardinal stated that due to a freeze on hiring the position for the 4th Area Program Manager in the western part of the state has been put on hold. Letters have been sent to candidates informing them that as soon as the freeze is lifted, interviews will continue.

Pres. Osborn advised that after getting the lease and the final agreement and the support of the Land Bank, the State Street Bank, who would be the main financial support is pulling back. A letter has gone out to the members of the Council asking if they have resources in the S.S.B. to send a strong letter of concern.

MMS to accept the President's report. So voted.

MMS to support the efforts of Local 26 to amend the Taft Hartley Act 320C. So voted.

Exec. V.P. Faherty suggested that we should reach out to other State AFL/CIO bodies for support amending 320C because the Massachusetts Sen. and Reps. are for it.

V.P. Thomas mentioned that if anyone wanted more information regarding this Act, please call Local 26.

SECRETARY/TREASURER'S REPORT

Financial report for November and December noted.

Sec./Treas. Haynes explained the report -- the receipts, disbursements and balances and also reimbursements from the Quality of Life Campaign. No questions were asked by the Council members.

MMS to accept the Financial Report. So voted.

Sec./Treas. Haynes reported as a trustee at the UMass that they have cut \$8 million out of the state budget - 5 from Amherst, 2 from Boston and 1 from the medical school - this means that if the university is to absorb these cuts they will have to decrease enrollments. This will effect our members sons and daughters. It is important for Labor to be involved on these boards.

Sec./Treas. Haynes stated that he has been working with Pres. Osborn and V.P. Cardinal on the Dislocated Workers Program and the Mass. Jobs Council. The process is changing again and we are improving our position. We have two labor people on the Reemployment Board and there will be a Workforce Sub-committee that will make recommendations to reps. It is imperative for the Council and especially the CLC's to get people to sit on these boards.

Sec./Treas. advised that Jerry D'Amico from the Gov.'s Literacy Camp. was funded for \$8 million and that it would be a good place to try to get money for projects that are important for organized labor.

Exec. V.P. Faherty advised to have a little help with new technology coming in, we have people from the Center for Applied Technology, U/Lowell and Tufts that will go to the Locals and sit down with their workers and tell them how to apply the new technology. He further stated that he hoped that Giro and some of the people from these mfg. unions would be at the State of the Union Conference.

Sec./Treas. Haynes stated that the Scholarship Program is growing and that letters to the unions have been sent explaining the process, kits have gone to the high schools with materials and the exam will be administered on February 1, 1989. If anyone has questions, contact the office. He further stated that the arvard Trade Union Program has opened up and a letter has been sent soliciting applications for the Watt fellowship. Interviews will be on January 5, 1989 and the program starts January 23, 1989. He advised that the National AFL/CIO has sanctioned this program since favorable negotiations are going on with AFSCME and HUCTWU.

MMS to accept Sec./Treas. and Education Report. So voted.

LEGISLATIVE REPORT

Dir.Foley reported that two bills went through this session. The Asbestos Law - corrective change in the asbestos regulations extend them beyond into the general public. The reason was the business community had a court case to pre-empt all our regulations for workers on the removal of asbestos and enforce the federal regulations which are weaker than our state regulations - by extending to the general public they will not be able to pass state regulations and workers will be protected because it now includes the general public not just labor. The second bill was the Blue Laws Bill. We worked with the UFCW on this and the passing of this bill enables them to have a stronger court case if retail stores attempt to declare the Blue Laws null and void.

Dir. Foley advised that Workers' Comp. is slipping behind. They are four months behind on hearings and decisions for contested cases.

A copy of all the bills for the 1989 session were distributed to the Vice Presidents.

MMS to accept the Legislative Report. So voted.

Pres. Osborn advised the Council that Frank Lyons was in the Falmouth Hospital recuperating from a heart attack.. If anyone would like to send him a card, they should do so.

V.P. Devlin discussed the ongoing battle in Chelsea. The School Department is in bad economic shape and it faces a difficult task. After Boston University did a study on the school system in Chelsea they offered their help to try to remedy all the problems faced in that community. Under the direction of John Silba they want to introduce privatization into that community. What he wants is to take over the Chelsea School department. This is unconstitutional and secondly, this is illegal. He expressed his concern and asked for support 1) moral support; 2) political support; 3) legislative support and finally legal support. This is very serious and organized labor should be up front in support because they have always been in support of public education. This is the first direct attempt to privatize public education. The Chelsea School Committee is so frustrated that would accept this concept. He stated that he would like to make a motion to support the Chelsea Teachers Union in their fight of the Boston University take over of the Chelsea School Committee.

V.P. Mills stated that the people in Chelsea see Boston University as their only choice because it is the only alternative that is being offered.

V.P. Devlin stated that public schools belong to the public and that it should be public policy not to allow any agency to come out from under public scrutiny, public audit and public oversight.

Sec./Treas. Haynes stated that we are losing societies commitment to public education. The Council should be involved because we represent 400,000 people, their children and their children's future. We cannot give the future to the John Silba's in the world.

V.P. Alman as a representative on the Board of Regents the problem with the Governor's reduction of 3% and the question is what position the Labor Movement is going to take.

MMS to support the Chelsea teachers struggle. So voted.

MMS to move the Communications to the Executive Officers. So voted.

Roll Call

MMS to adjourn the meeting.



ROLL CALL
Dec. 15, 1988

MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

P PRESIDENT

ARTHUR R. OSBORN

P EXECUTIVE VICE PRESIDENTS

P JOSEPH M. LYDON

P JOSEPH C. FAHERTY

P JAMES FARMER

P SECRETARY-TREASURER

ROBERT J. HAYNES

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P CHARLES DeROSA

P PAUL L. DEVLIN

P RONALD A. FERRIS

P WILLIAM J. FOLEY

P WILLIAM F. IRVIN

JOSEPH W. JOYCE

P JULIA KAMEL

P THOMAS P. KERR

P DONALD J. LEAHY

P DICK LeBLANC

DAVID LIMA

KEVIN MAHAR

P CHARLES McDEVITT

P NANCY MILLS

A. MICHAEL MULLANE

P HERBERT OLLIVIERRE

P JOHN PHINNEY

P TONY ROMANO

P JOHN F. SIMMONS

P DOROTHY THOMAS

CHARLES E. THOMPSON

P BARNEY WALSH

P MANNY WILLIAMS

MASSACHUSETTS / AFL-CIO

8 BEACON STREET • BOSTON, MA 02108 • TELEPHONE 617 / 227-8260



VERMONT STATE LABOR COUNCIL, AFL-CIO

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FRED McGRATH

NEIL BEAN
SANDRA TROMBLEY
STUART WEISS

DONALD COOTWARE
JACQUES ROBERGE
RON DUCOLON

RAYMOND DOYLE
PATRICK SCANLON
JAMES KINNEY

November 16, 1988

Arthur Osborn, President
Massachusetts AFL-CIO
8 Beacon St., 3rd Floor
Boston, Mass. 02108

Dear Sir and Brother,

Just wanted to write and offer you our sincere congratulations on your spectacular victory in the Prevailing Wage referendum. It was one of the few truly bright spots in a rather disappointing election.

We understand that you were really the catalyst that pulled everything together, turning a dangerous situation into a real plus for the Labor Movement. I have a feeling that Massachusetts will not be the only state to benefit from the effort that you put into the fight.

I was up until the wee hours trying to get some information on the vote Election night. Even Wednesday's Globe didn't have the figures. I finally called a local radio station and got the good news.

Again, congratulations. I hope we will all be able to build on the organization that you were able to put together.

In Unity,

Tom Belville, COPE Director

C

TEAMSTERS LOCAL UNION 25 RETIREES CHAPTER

544 MAIN STREET • BOSTON, MASSACHUSETTS 02129
(617) 242-6121 / 242-6122



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Director

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From Everett Industries

Trustee

JOHN J. SARNO
From M & M Trans.

To Arthur Osborne
President Mass. A.F.L./C.F.O.

Dear Sir

I am writing to Congratulate you
on the winning of the Referendum
on Question #2 + the Conduction of the
Campaign by Co ordinators David Dow
+ Aide Peter Looney of the Chorlston
District (A. Big Well Done)

Mel Stillman
V.P.



Committee on Political Education

LANE KIRKLAND, Chairman

THOMAS R. DONAHUE, Secretary-Treasurer

JOHN PERKINS, Director

815 16TH STREET, N.W. ★ WASHINGTON, D.C. 20006 ★ (202) 637-5101

C

November 10, 1988

Mr. Arthur R. Osborn, President
Massachusetts AFL-CIO
8 Beacon Street, 3rd Floor
Boston, Massachusetts 02108

Dear Arthur:

While November 8 election results were a mixed bag nationally, certainly among the bright spots was the U.S. Senate victory in your state.

Your win, along with others, makes possible even firmer control of the Senate by our friends, which will require a Bush Administration to deal realistically--and to avoid confrontational tactics--with the legislative branch.

I want to single out for special praise the great job you and the federation did in protecting your state's "little Davis-Bacon." Certainly, there was no more important labor ballot issue anywhere in the country.

My congratulations and thanks for your good work.

Fraternally,

John Perkins
Director

opeiu #2
afl-cio



The Commonwealth of Massachusetts

Executive Office of Labor

One Ashburton Place Room 2112

Boston, M.S. 02108

MICHAEL S. DUKAKIS
GOVERNOR

PAUL J. EUSTACE
SECRETARY

C

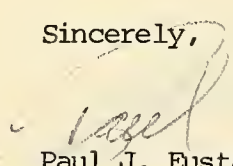
November 9, 1988

Arthur Osborn
President
Mass. AFL-CIO
8 Beacon Street, 3rd floor
Boston, MA 02108

Dear Arthur:

Congratulations on the great victory on prevailing wage. You and the entire leadership of the AFL-CIO deserve highest commendation for the excellent work of organizing the Quality of Life Committee and carrying out one of the most impressive grass-roots campaigns in history. Defeating Question 2 was a victory for building trades workers, the labor movement and all working people.

Sincerely,


Paul J. Eustace
Secretary of Labor

U.S. Department of Labor

Office of the Deputy Under Secretary for
Public and Intergovernmental Affairs
John F. Kennedy Federal Building
Boston, Massachusetts 02203



(617) 565-2281

November 9, 1988

Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

Your victory is surely one which will affect the lives of everyone in the Commonwealth. And the impact, I believe, will be for the better. I congratulate you, the members of the Quality of Life Committee, and especially all the nameless faces of your brothers and sisters whose tireless dedication throughout this campaign was truly an inspiration.

The voices of the people have been heard. And anywhere, anytime there are free and open elections, there are no losers. I wish we could see the same thing in Gdansk. In recognition of your accomplishments, I am



JOHN THOMAS FLYNN
SECRETARY'S REPRESENTATIVE

C

November 1, 1988

Mr. Arthur Asborn
President
Quality of Life Committee
8 Beacon Street
Boston, Massachusetts 02108

Dear Mr. Asborn:

I am writing as someone who has never been a big fan of labor unions. My feeling has been that they are concerned with only one thing -- themselves and let the public be damned. So when I first heard about the prevailing wage fight, I was sure that voting to repeal the law was the right thing to do.

But last week, I went to a meeting in Chicopee and heard a representative of your group talk about a variety of topics including Question 2 on the ballot. His name was Mr. James Brody. His speech was about tax fairness, but also about Question 2, the people it affects and the role of unions in our society. While I am not ready to throw out 45 years of bad feeling about unions, I am willing to admit that there may be more to it. More importantly, I will not be voting to repeal the wage law on election day. I and many others in the room that day were moved by Mr. Brody's comments and his defense of fairness and concern for others.

I hope once election day is over you won't forget people like me.

Sincerely,

C. T. Trombley

Mrs. John T. Trombley



December 2, 1988

Arthur Osborn, President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

g. Trusten
Dear Brother Osborn:-

Thank you for your letter of November 15, 1988 recognizing the contribution our Local made on the prevailing wage campaign.

I agree that Ed Donnelly performed exceptional work, but we have come to expect the exceptional from Ed as a matter of course.

I would also like to point out that another of our Field Representatives, Jill Coleman, also contributed a considerable amount of time and effort and is equally deserving of recognition.

Congratulations on this major victory.

In unity,

Fred Trusten
President/Executive Director

FT:lk

P.O. Box 307, 5 Howard Johnson Plaza, Dorchester, MA 02125 617/2822-509

Fred Trusten
President

Michael Grunko
Treasurer

Sandy Felder
Recording Secretary



PIONEER VALLEY BUILDING AND CONSTRUCTION TRADES COUNCIL
OF
FRANKLIN-HAMPDEN-HAMPSHIRE COUNTIES

32 STEVENS STREET



6

SPRINGFIELD, MASS. 01104

(413) 732-9676

PRESIDENT
JOSEPH A. DART
SECRETARY-TREASURER
ERNEST BLAIR
RECORDING SECRETARY
BARRY HIGGINS
RESEARCH COORDINATOR
JOSEPH CANNON

VICE PRESIDENTS
JOSEPH RICHARDS
FRANKLIN COUNTY
DONALD SHEA
HAMPDEN COUNTY
ROBERT E. MURPHY
HAMPSHIRE COUNTY

Arthur Osborn, President
Mass. State AFL-CIO
8 Beacon St.--3rd Floor
Boston, MA 02108

November 18, 1988

Dear Sir and Brother:

I want to take this opportunity to express my gratitude for your tireless efforts and leadership which made our success possible.

The pride all our members feel today would not be possible were it not for the strategy and plan of action that you and your staff implemented. I am personally proud to have been involved.

Thanks again.

Fraternally yours,

Joseph A. Dart
President

JAD:em

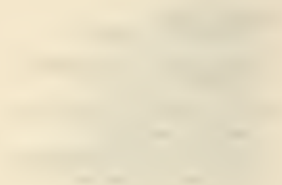
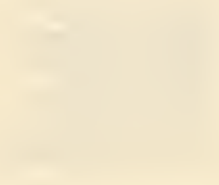
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DEPARTMENT OF CHEMISTRY

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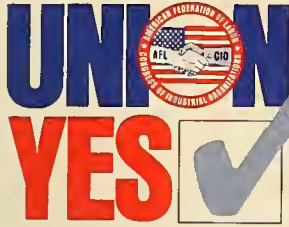
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AMERICAN FEDERATION
OF LABOR AND CONGRESS
OF INDUSTRIAL ORGANIZATIONS



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November 14, 1988

Executive Council Members

Lane Kirkland

President

Thomas R. Donahue

Secretary-Treasurer

Frederick O'Neal

Albert Shanker

Edward T. Hanley

Angelo Fosco

Kenneth T. Blaylock

William W. Winpisinger

William H. Wynn

John DeConcini

Wayne E. Glenn

Joyce D. Miller

John J. Sweeney

James E. Hatfield

Barbara Hutchinson

Richard Kilroy

Vincent R. Sombrotto

Gerald W. McEntee

William H. Bywater

Marvin J. Boede

Owen Bieber

John T. Joyce

Lynn R. Williams

Morton Bahr

Larry Dugan Jr.

Robert A. Georgine

Milan Stone

Gene Upshaw

Jay Mazur

Lenore Miller

Jack Sheinkman

John J. Barry

John A. Gannon

Sigurd Lucassen

William J. McCarthy

Dear Trade Unionist,

Announcing the AFL-CIO staff training program on the SERVICE CONTRACT ACT -- IMPLICATIONS FOR COLLECTIVE BARGAINING AND ORGANIZING -- January 17-19, 1989.

I have long viewed the protective labor provisions of The Service Contract Act as a sound basis for organizing. But once unionized, workers employed by federal government contractors face special collective bargaining problems. Most trade unionists know very little about this legislation even though it is similar to the Davis Bacon Act in many ways. Yet, the Davis Bacon Act applies to 4.8 billion dollars of federal procurement and the SCA applies to 9.5 billion dollars -- twice the size.

We will be training union staff to make use of the Service Contract Act as an organizing tool, and to improve labor's ability to represent workers constantly at risk with changing contractors.

The attached schedule describes the training program which will be held JANUARY 17-19, 1989 at the George Meany Center For Labor Studies, 10000 Hew Hampshire Avenue Silver Spring, Maryland 20903, (301)431-6400.

The program is being co-sponsored by the AFL-CIO Department of Economic Research, Department of Organization and Field Services and George Meany Center for Labor Studies. If you have any questions, please contact John Zalusky, (202)637-5173 or Jeff MacDonald (301)341-6400. Enclosed is a registration card for this important conference.

Sincerely and fraternally,

Rudy Oswald, Director
Department of Economic Research

RO/pjf
opciu#2,afl-cio

Enclosures

SERVICE CONTRACT ACT
IMPLICATIONS FOR COLLECTIVE BARGAINING AND ORGANIZING

JANUARY 17-19, 1989

Cosponsored By The:

George Meany Center For Labor Studies
AFL-CIO, Department of Economic Research
AFL-CIO, Department of Organization and Field Services

January 17, 1989

- 9:00 - 9:15 **Introduction To The George Meany Center For Labor Education:** Jeff MacDonald, Senior Staff Associate, George Meany Center For Labor Education.
- 9:15 - 10:00 **Overview of Service Contract Act:** Rudy Oswald, Director, Department of Economic Research, AFL-CIO
- 10:00 - 10:15 **Coffee**
- 10:00 - 12:30 **Legislative and Regulatory History:** Phyllis Payne, Esq. with the law firm of Connerton, Ray and Simon.
- 12:30 - 1:30 **Lunch**
- 1:30 - 2:45 **Federal Government Contracting:** Joseph F. Zimmer, Deputy Associate Administrator, Office Of Federal Procurement Policy. Overview, types of contracts and the process of bidding.
- 2:45 - 3:00 **Coffee**
- 3:00 - 4:30 **Federal Government Contractors, Who They Are and Where They Are - The Data Base On Federal Contracts:** John Cochran, Director, Federal Procurement Data Center.

January 18, 1989

- 9:00 - 10:15 **Organizing Employees of Service Contractors**
- * Use of Data In Identifying Employers and Following Through.** Jeff Fiedler, Director of Corporate Affairs, Food and Allied Service Trades Department, AFL-CIO.
- * Organizing - Never Ends With the SCA.** Morty Miller, Hotel Employees and Restaurant Employees.
- 10:15 - 10:30 **Coffee**

10:30 - 12:30 **Collective Bargaining and the Service Contract Act**

*** Perspective of The National Union Research Department.**
Peggy Connerton, Director of Public Policy, Service
Employees International Union.

*** National Union Coordination.** Reginald Gilliam, International
Representative, Director, Broadcasting and Recording Department,
International Brotherhood of Electrical Workers.

*** Local Union Perspective.** Frank Bateman, Business Manager,
Local 387, Operating Engineers.

12:30 - 1:30 **Lunch**

1:30 - 2:45 **The Wage Determination Process:** Bob Setera, Acting Director,
Division of Wage Determinations, Wage and Hour Division,
Employment Standards Administration, Room S3512, U.S
Department of Labor, 200 Constitution Avenue, NW
Washington, D.C. 20210.

2:45 - 3:00 **Coffee**

3:00 - 4:30 **Compliance Procedures:** Rose McMullen, Branch Chief Branch of
Service Contract Operations, Wage and Hour Division,
Employment Standards Administration, Room S3519, U.S.
Department of Labor, 200 Constitution Avenue, NW,
Washington, D.C. 20210.

January 19, 1988

9:00 - 10:15 **Unions and the Wage Determination:**
Stan Wisniewski, President, Workplace Economics.

10:15 - 10:30 **Coffee**

10:30 - 12:30 **Union Enforcement Activity Under Section 4(c)**
Terry Yellig, Esq., with the law firm of Sherman, Dunn
and Choen.

12:30 - 1:30 **Closing Luncheon** - Thomas Donahue, Secretary Treasure,
AFL-CIO



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John Zalusky - Res. Dept.



REGISTRATION CARD

**AFL-CIO Staff Training Program on The
SERVICE CONTRACT ACT--IMPLICATIONS FOR
COLLECTIVE BARGAINING AND ORGANIZING**

January 17-19, 1989

The AFL-CIO Staff Training Program will be attended by:

(NAME)

Representing _____

(UNION)

**If your representative(s) will need overnight accomodations at the
Labor Studies Center, please indicate:**

January 17 []

January 18 []

ASSOCIATED
INDUSTRIES
OF MASSACHUSETTS

441 STUART STREET
BOSTON, MA 02116
(617) 262-1180

BRIAN R. GILMORE
VICE PRESIDENT—PUBLIC AFFAIRS



... for a more competitive Massachusetts

November 22, 1988

Dear Friends and Associates:

As many of you already know, I have recently left the staff of the Greater Boston Chamber of Commerce and have joined the staff of Associated Industries of Massachusetts. My new role at A.I.M. will be to build and further strengthen A.I.M.'s institutional relationships, manage selected public policy issues and to work with senior staff to gain support for the organization's overall mission/objectives.

While at the Chamber I had the pleasure to work with many fine and talented people on issues important to the greater boston business community. Now, I am looking forward to working with an even greater number of dedicated people like you on similar regional issues.

I thank you for your past consideration, support and friendship. If I can ever be of any assistance, please call me.

Sincerely,

Brian R. Gilmore
Vice President
Public Affairs

BRG/km



... for a more competitive Massachusetts

ARMOR - THANKS for your help with
the Blue law LEGISLATION

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AFL-CIO



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WALTER WOOD

December 2, 1988

Mr. Arthur Osborn
Massachusetts AFL-CIO
8 Beacon St.
Boston, MA 02108

Dear Arthur,

I congratulate the entire AFL-CIO for its superb victory on Question 2. The grass roots organization was very impressive, clear proof of the organization's ability to develop effective coalitions. I hope that we'll see more of them.

Even in Winchester, not noted for its union sentiment, the visibility on election day was excellent.

I am delighted that organized labor proved that it is possible to defeat the Citizens for Limited Taxation.

Truly yours,

A handwritten signature in black ink, appearing to read "Tom".

Thomas J. Gosnell
Vice President

TJG/nc

cc: Robert Haynes

c **UNITED FOOD AND
COMMERCIAL WORKERS UNION
LOCAL 1459**



33 EASTLAND STREET • SPRINGFIELD, MASS. 01109

TELEPHONE: 413 - 732-6209

IN MASS. TOLL FREE 1 - 800 - 332-9699

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JOHN M. CARVALHO, *Vice-Pres.*
ROBERT RIVKIN, *Vice-Pres*

November 17, 1988

Giro J. Cardinal
Program Manager
Dislocated Workers' Program
8 Beacon Street, Room 47
Boston, MA 02108

Dear Mr. Cardinal:

I would like to recommend Dennis Reil to you for the position of Program Manager.

Dennis and I have served together as delegates to the Pioneer Valley Labor Council, AFL-CIO for the past six years. As a Commissioner on the "Special Commission on Employee Involvement and Ownership", I was impressed with Mr. Reil's testimony concerning the plant closing and attempted worker buy out at the Crane Company. As a union leader who has personally suffered the trauma of a plant closing, Dennis will bring to this job a sensitivity that is important. I believe that Mr. Reil is well qualified for this position. I recommend Dennis Reil to you without reservation.

If I can provide you with any further insight as to his capabilities, feel free to contact me.

Fraternally,

Richard T. Courtney
Business Representative

RTC/map

cc: Arthur Osborn, Pres. Mass AFL-CIO
Paul Eustace, Secretary of Labor



AFL-CIO, CLC

815 SIXTEENTH ST., N.W. • WASHINGTON, D.C. 20006
(202) 628-0214

ELIZABETH M. SMITH, Director
Legislative and Political Department

JACK SHEINKMAN
President

CHARLES SALLEE
Secretary-Treasurer

ARTHUR LOEVY
Executive Vice President

November 16, 1988

Mr. Arthur R. Osborn, President
Massachusetts AFL-CIO
8 Beacon Street, 3rd Floor
Boston, Massachusetts 02108

Dear Brother Osborn:

I am writing to thank you for your assistance with the Textile and Apparel Trade Act of 1988.

The solidarity shown by your federation in our battle to enact fair trade legislation was very much appreciated. As you know, the jobs of over 2 million American workers depend on the clothing, textile and shoe industries. Despite the fact that we were unable to override the President's veto, we were glad to have the support of the vast majority of the Congress.

It was most impressive for me to stand in the Capitol shoulder to shoulder with dozens of labor lobbyists who were buttonholing legislators and asking them to support American workers. Solidarity could be felt in the halls of the Congress that day. I also know that many of these Members had already been contacted by their State Federation. In fact, many Members told us so.

Thank you for standing with us.

Sincerely,

Jack Sheinkman

Sheet Metal Workers International Association Local Union No. 17
of Eastern Massachusetts and Rhode Island

A.F.L. - C.I.O.

1157 ADAMS STREET • DORCHESTER, MA 02124-5788

ROBERT J. FANNING
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November 22, 1988

Mr. Frank Keefe, Secretary
Executive Office of
Administration and Finance
State House Room 272
Boston, MA 02133

RE: Human Services Budget, Occupational Health
Surveillance Program

Dear Secretary Keefe:

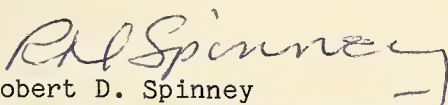
I am writing in my capacity as Chair of the Mass State AFL-CIO Health and Safety Committee, to voice support for the continued financing of the Occupational Health Surveillance Program as requested in the Human Services budget by Secretary Johnston. The program, one which we in the labor movement consider most important to the people we represent, must be maintained at \$200K in order to continue its agenda.

Briefly, the objective of the program is to compile statistical data regarding occupational disease, correlate the data against specific occupations with an eye towards intervention, and ultimate prevention of these illnesses. It is our firm belief and we think good common sense that identifying the causes of these diseases is the most important first step towards elimination of the suffering and economic losses they cause.

We recently met with Secretary Johnston who has expressed his support for the program as evidenced by its inclusion in the maintenance budget. He also exhibited a keen awareness of its importance to working people and our continuing efforts to enhance the quality of life in Massachusetts.

We, of course, would be most happy to provide any information you may request regarding this item, or, testify on its behalf to you or your department.

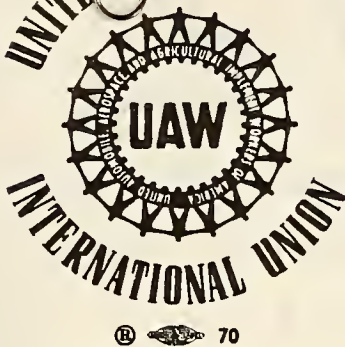
Sincerely,


Robert D. Spinney
Financial Secretary-Treasurer

RDS:mb
cc: A. Osborn

C

UNITED AUTOMOBILE · AEROSPACE · AGRICULTURAL IMPLEMENT WORKERS
of AMERICA (UAW)



LOCAL 422, UAW
32 South Street, Framingham, Massachusetts 01701
Phone: 872-0141
235-5345

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November 29, 1988

Mr. Arthur Osborne
Mass AFL-CIO
8 Beacon Street
Boston, MA 02108

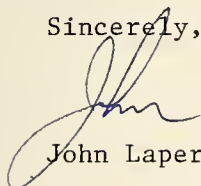
Re: For your information

Dear Arthur:

Attached please find release from President Owen Bieber concerning a poll taken during the past presidential election.'

This should put to rest how UAW members voted throughout the country.

Sincerely,



John Laperle, F.S.T.

JL/tc
attach.

NEWS FROM THE UAW

FOR RELEASE: Immediate, Friday, November 11, 1988

POLL SHOWS UAW MEMBERS STRONGLY BACKED DUKAKIS IN KEY BATTLEGROUND STATES

A post-election poll of UAW members in four key industrial states shows that the union rank-and-file supported the Dukakis-Bentsen ticket by a margin of 71 percent, UAW President Owen Bieber reported.

"This is a convincing demonstration that our members understood the rationale for our endorsement and the stakes in the election," Bieber declared. "It firmly refutes some seat-of-the-pants comments by the networks on election night to the effect that autoworkers were swinging to Bush."

The poll, conducted Wednesday and Thursday by the research firm of Lauer, Lalley & Associates of Washington, was drawn from a sample that reflects the distribution of UAW members in Michigan, Ohio, Illinois and Pennsylvania. Overall support for Dukakis was 68 percent among active members and 78 percent among retired members. Combining the two in the proportion of active to retired members in the union yields a weighted level of 71 percent support for the Democratic ticket among UAW voters in these states.

"We are gratified that our internal education and get-out-the-vote efforts were able to generate a showing for our endorsed candidates that was well over 20 points higher than their level of support among the general electorate," Bieber said. "Our performance, combined with the performance of other unions as reported by the AFL-CIO, should remove any doubt that organized labor continues to be a vital and essential player in the political process," he added.

PL:jc
opeiu494

#



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AGRICULTURAL IMPLEMENT
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THOMAS R. DONAHUE, Secretary-Treasurer

JOHN PERKINS, Director

815 16TH STREET, N.W. ★ WASHINGTON, D.C. 20006 ★ (202) 637-5101

December 2, 1988

Mr. Arthur R. Osborn, President
Massachusetts AFL-CIO
8 Beacon Street, 3rd Floor
Boston, Massachusetts 02108

Dear Art:

This is to advise you that Steve Protulis has been appointed as the National Coordinator for AFL-CIO support groups. In this capacity Steve will be responsible for working with the A. Philip Randolph Institute, the Labor Council for Latin American Advancement, Frontlash, the Coalition of Labor Union Women, and the National Council of Senior Citizens. Steve, also will coordinate the COPE Retiree program.

Steve comes to COPE with a wealth of experience in the movement and in electoral politics. Steve began in the labor movement in 1962 as a press operator in the General Motors plant in Detroit, Michigan, moved up to work as an Assistant to the President of the United Auto Workers Union in Detroit. He's worked at every level of the union, including political organizer and international servicing representative. He has worked on every Presidential political campaign since 1972 and in numerous state and local election campaigns.

I am confident in Steve's ability to get the job done and get it done well. I hope that you will work closely with him.

Steve will be calling you or writing you within the next week. In the meantime, however, don't hesitate to contact Steve at (202) 637-5124. Steve will be working out of the national AFL-CIO COPE office at 815 16th Street, N.W., Washington, D.C. 20006.

Fraternally,


John Perkins
Director

opeiu #2
afl-cio



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Sumner Rosen
**Special Assistant to the
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National and International
Labor Affairs**
Professor, Department of Social
Work, Columbia University

November 29, 1988

Dear Brother:

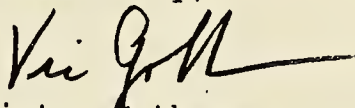
I want to bring to your attention a new grant program for Trade Unionists established by the Center. Called the Samuel Gompers Union Leadership Award, its purpose is to stimulate new thinking about organized labor's response to changes in the domestic and international arenas, as these changes impact upon labor. We believe that within the labor movement itself there exists the talent, energy, and resourcefulness to address these changes creatively and constructively.

We view this award as an incentive for mid-career union officers and staff to step back from their work and reflect upon issues relating to their unions and to the broader community of organized labor. We have purposely not defined the issues to be addressed since we cannot anticipate the ideas and analyses that might emerge from these efforts. We do expect applicants to address issues or raise questions related not only to their own union but to others in organized labor as well.

The Center for Labor-Management Policy Studies was established earlier this year at the City University of New York Graduate School. It was created to stimulate fresh thinking on labor-management relations and to help train a new generation of scholars and practitioners. The Center is off to a promising start with a range of programs, including seminars, conferences and research efforts.

I ask your cooperation in spreading the word about this new grant program. Thank you for your help.

Fraternally,


Victor Gotbaum

VG:kp

**SHANNON
O'BRIEN**
STATE REPRESENTATIVE

November 28, 1988

Mr. Arthur Osborn, President
Massachusetts AFLCIO
8 Beacon St., 3rd Floor
Boston, MA 02108

Dear Arthur,

This year the campaign to re-elect State Representative Shannon P. O'Brien faced an exceptionally well financed and vigorous opponent. We are pleased that on election day the voters of the 2nd Hampshire District returned Shannon Patricia O'Brien to the State House by a 60-40 margin, with Shannon winning every town and every election precinct in the district!

Your endorsement letter was mailed to every AFLCIO member in the district. We know it helped us. We thank you and the AFLCIO for the support given us. and we thank Richard Rogers of your staff for his excellent and prompt help.

With best wishes,

Louis Leopold
Louis Leopold, Chairman

COMMITTEE TO RE-ELECT SHANNON O'BRIEN STATE REPRESENTATIVE

LL/rw

CC: Robert Haynes
Richard Rogers
Frank Myers
Charles Thompson
Richard Whitney

Methuen
No. Andover
Haverhill
Merrimac
Newburyport
Amesbury
Salisbury

C

November, 1988

COSTELLO CAMPAIGN COMMITTEE

Arthur R. Osborn, President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear President Osborn:

Arthur

Now that the 1988 election and victory celebrations are over, I would like to take a moment to express my thanks to you for the support your organization has shown me during this long and difficult campaign. I appreciated the efforts you made to communicate your endorsement of my re-election to your membership. Without doubt, your time and energy made our victory possible, ensuring the means for us to continue working together on the issues that concern us all as citizens of Massachusetts.

Again, many thanks for your help and support.

Sincerely,

Nich

NICHOLAS J. COSTELLO
State Senator

NJC/r

A Committee to Re-elect Senator Nicholas J. Costello

182 Whitehall Road, Amesbury, MA 01913 • Tel: 388-4085 • Dr. Edward Messner, Chairman

C

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COUNSEL

EDWARD SCHNEIDER
AARON J. BRONSTEIN

OF COUNSEL

JOHN F. COLLINS, P.C.
RDY N. FREED
GEORGE A. BACHRACH

*ALSO ADMITTED IN NEW YORK

November 9, 1988

Arthur Osborne, President
Massachusetts State Labor Council
AFC-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Arthur:

Congratulations on a terrific victory! Having been in a tough fight, I know that this was not an easy campaign. I greatly admire your hard work and the basic strength of your campaign. Congratulations on a job well done.

Best wishes for the work ahead.

Sincerely,



George A. Bachrach

GAB:das



Arthur- C

Thank you for your
participation on an
excellent program.

Marc Kantrowitz

Thank you for sharing your special expertise with MCLE.

Your contribution enables MCLE to provide high quality programs and publications for the bar. Volunteer efforts such as yours insure MCLE's reputation as a national leader in continuing legal education.

Again, thank you for your time and talent.



NEW ENGLAND SPORTS MUSEUM

"Go Bruins" by Harry Dauphine, English
High School senior, Grand Prize Winner
of the New England Sports Museum's and
Boston Public Schools' 1988 "Art in
Action" contest, sponsored by Ground
Round Restaurants.

11-25-88

Dear Arthur,

C

Congratulations on a stunning,
well-deserved victory on the pro-union
referendum.

I called the day after the election
to express my feelings & missed you.

As before, if I can be of any
help let me know.

Please give my regards to John, Jim
& all the folks.

Have a very pleasant, healthy & prosperous
holiday season & new year

Don Cowen

Don Cowen

LOCAL 1445

A. F. L. - C. I. O.



725 South Street ★ Boston, Massachusetts 02131 ★ 327-6000 - 6001 - 6002
JOHN PHINNEY, PRESIDENT PAUL DUFAULT, SECRETARY-TREASURER

November 29, 1988

Arthur R. Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, Ma 02108

Dear Arthur,

We would like to take this opportunity to thank you and the Massachusetts AFL-CIO for your participation in the Blue Law Legislation.

Marty Foley and Margaret O'Connor did an outstanding job in sheperding this legislation through the House and the Senate. Please convey our gratitude to them.

Those of us who understand what this legislation means to our working people in maintaining Blue Laws know how important the uniform enforcement is.

Again, our thanks.

With regards, I am

In solidarity,

A handwritten signature in blue ink, appearing to read "John", is written over the typed name.

John Phinney
President
UFCW Local 1445

JP*e

R. F. SCHAMANN
Branch Agent
30 Montgomery Street
Jersey City, N.J. 07302
(202) 433-7700

District No. 1—MEBA/NMU (AFL-CIO)

C.E. DeFRIES
President

SHANNON J. WALL
Executive Vice President



November 8, 1988

Mr. Arthur Osbourne
President
Massachusetts State AFL-CIO
8 Deacon Street
Boston, Mass. 02108

RE: SENATE BILL 1905

Dear Brother Osbourne:

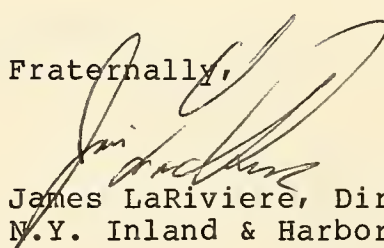
The cooperation received by your office in helping to postpone Senate Bill 1905 was very much appreciated.

Before the hearing even started, Senator McLean, due to pressure had already amended this bill!

This was my first hearing I attended in Boston, Mr. James Tierman, Mr. Martin V. Foley and Mr. Joe Joyce were extremely helpful in guiding me through it.

Daniel Colon and myself were impressed with your well run organization. I am looking forward to working with you in the future.

Fraternally,


James LaRiviere, Director
N.Y. Inland & Harbor Contracts

11-8-88



LOCAL DIVISION 589
AMALGAMATED TRANSIT UNION, AFL-CIO-CLC
BOSTON CARMEN'S UNION

GENERAL OFFICERS

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JAMES E. FLAHERTY Maintenance of Way

Headquarters
80 BOYLSTON STREET
(Room 430)
BOSTON, MA 02116
Tel. 542-8212



Boston, Mass. 11-4 1988

Mr. Arthur R. Osborn, President
AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Mr. Osborn:

On behalf of the Membership of Local 589, I would like to thank you for supporting Senate 1812 before the Public Service Committee regarding the MBTA Oversight Hearing.

Your support will help assure the passage of this most important legislation and help improve the quality of life for the thousands of hard working men and women at the MBTA. We look forward to your continued support in this battle for job fairness and equity.

Once again, thank you for your support.

Fraternally,

Anthony B. Romano
President/Business Agent



Massachusetts Senior Action Council, Inc.

✓
Main Office
277 Broadway
Somerville, MA 02145
(617) 776-3100

Boston
90 South Street
Jamaica Plain, MA 02130
(617) 524-8088

Bristol County
867 State Road
N. Dartmouth, MA 02747
(617) 993-2680

Franklin County
184 French King Highway
Greenfield, MA 01301
(413) 773-3415

Western Mass.
P.O. Box 6304
Holyoke, MA 01041
(413) 538-9020



November 9, 1988

Dear Friend,

I am writing to update you on our progress since our Awards Dinner in June and to thank you for your past support.

We have been busy on many fronts. MSAC has initiated a statewide prescription drug campaign to negotiate a plan with CVS pharmacies offering a substantial discount for seniors for prescription and over the counter medications.

Our Boston Chapter is working with the City Council on an ordinance that will provide 24 hour security in senior citizen buildings. We are also negotiating with two more Boston hospitals for senior care plans similar to our existing agreements with University and Mass. General Hospitals.

Enclosed you will find our newspaper, the Senior Action Leader, and some additional press clippings from other area newspapers highlighting our ongoing work to obtain a better quality of life for Massachusetts seniors.

Your confidence has been essential to our continued success, and we thank you for that assistance.

We will keep you informed of our progress as we improve the lives of elders in Boston and throughout Massachusetts.

Until then
Sincerely,

Jessie A. Logan
President



Joint Board Cloak, Skirt and Dressmakers' Union

LOCALS 12, 33, 46, 73, 80 & 554

INTERNATIONAL LADIES' GARMENT WORKERS' UNION – AFL-CIO

33 HARRISON AVENUE • BOSTON, MASSACHUSETTS 02111 • (617) 426-9350

Jay Mazur
President

Irwin Solomon
Sec. Treasurer

Ronald Alman
N. E. Director

Warren Pepicelli
Manager

November 14, 1988

Arthur R. Osborn, President
Massachusetts AFL/CIO
8 Beacon Street - 3rd Floor
Boston, MA 02108

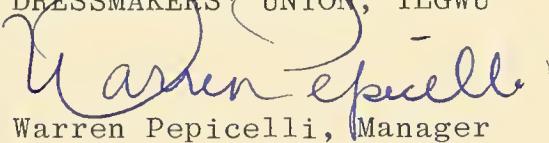
Dear Brother Osborn:

Congratulations on your successful attempt to
keep the prevailing wage law.

As a member of the labor movement I was extremely
proud to see how organized we were in our attempt
to protect the prevailing wage. The successful
vote shows the strength of the labor movement in
this state.

In solidarity,

JOINT BOARD CLOAK, SKIRT AND
DRESSMAKERS' UNION, ILGWU


Warren Pepicelli, Manager

Excavating & Building Material
Teamsters, Chauffeurs and
Helpers

Affiliated with the International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of America

222 Forbes Road
Room 102
Braintree, Massachusetts 02184
Telephone (617) 849-3333 - 3334



LOCAL UNION 379

CHARLES WILCOX
PRESIDENT

PAUL V. WALSH
SECRETARY-TREASURER
PRINCIPAL EXECUTIVE OFFICER

ROBERT L. GALLAGHER
BUSINESS REPRESENTATIVE

C File Question 2

November 15, 1988

Mr. Arthur Osborne
8 Beacon Street
Boston, Ma. 02108

Dear Mr. Osborne:

Enclosed herewith please find check of Teamsters Local #653
in the amount of \$1,000.00 for the quality of life campaign.

Very truly yours,

Paul V. Walsh
Secretary-Treasurer
Principal Executive Officer

PVW/mec

cc: Robert DeRusha



AFSCME®

in the public service

American Federation of State, County and Municipal Employees

Westboro State Hospital
Local 1153
P.O. Box 288
Westboro, MA 01581

November 10, 1988

Arthur -

Just wanted to drop you a line
to congratulate you on a job well done!
Your efforts on behalf of the Prevailing
Wage Law were invaluable and will
ensure continued respect and quality of
life for working men and women across
the Commonwealth.

It was a formidable task, but
one that you met the challenge of
and were successful!

Great job, Arthur! Thanks -

Patty Conhig, Local 1153
Westboro State Hospital
Westboro, MA 01581

C

MASSACHUSETTS LABORERS' DISTRICT COUNCIL

of the Laborers' International Union of North America, AFL-CIO

674 Waverly Street
Framingham, Massachusetts 01701

Boston Telephone:
(617) 969-4018



109

Framingham Telephone:
(508) 879-4612

November 14, 1988

Arthur Osborn, President
Mass. AFL-CIO
8 Beacon Street - Rm. 47
Boston, Massachusetts 02108

Dear Sir and Brother:

As we discussed in our telephone conversation of today, I am enclosing the information on Michael P. Filpi of Local Union 473, Pittsfield, MA.

Any help you can give Michael will be greatly appreciated.

With kind regards, I remain

Fraternally,

PAUL J. McNALLY
Business Manager

PJM/dcn
Encs.
cc: A. A. Coia
P. Mele



LABORERS' INTERNATIONAL UNION
MASSACHUSETTS LABORERS' DISTRICT COUNCIL

PAUL McNALLY
BUSINESS MANAGER

674 WAVERLY STREET, FRAMINGHAM, MASS. 01701 (508) 879-4612



5





Laborers' International Union of North America
AFL-CIO Local No. 473

290 Merrill Road

Tel. (413) 442-1970

Pittsfield, MA 01201

PATRICK J. MELE
BUSINESS MANAGER



November 7, 1988

Mr. Paul McNally
Massachusetts Laborers'
District Council
674 Waverly Street
Route 135
Framingham, Ma. 01701

Dear Sir and Brother:

Per our conversation on Saturday, enclosed please
find the necessary papers.

If you have any questions please call me at the
office.

With kind regards, I remain

Fraternally yours,

Patrick J. Mele
Business Manager

PJM/li



JOB TRAINING
PARTNERSHIP ACT
TITLE III

DISLOCATED WORKERS PROGRAM

PAUL EUSTACE
Secretary of Labor



GIRO J. CARDINAL
Program Manager

8 BEACON STREET
ROOM 47
BOSTON, MA 02108
TELEPHONE 523-0623
PM 47



ARTHUR R. OSBORN
President

AN EXECUTIVE OFFICE OF LABOR PROGRAM, RUN IN CO-ORDINATION WITH THE MASS. AFL-CIO

PLEASE POST

The Executive Office of Labor, Mass. AFL-CIO Dislocated Workers program is looking for a Program Coordinator for the western part of the State.

This is a full-time position with state benefits. Salary is \$24,490.96.

Attached is a job description.

Please send resumes to

1- 617- 326 0542
GIRO - Home

Giro J. Cardinal *G*
Program Manager
Dislocated Workers Program
8 Beacon Street, Room 47^A
Boston, MA 02108

(5) 11/1/88
Giro J. Cardinal
Program Manager

MICHAEL P. FILPI
72 PLUNKETT STREET, APT. 2
PITTSFIELD, MASSACHUSETTS 01201
(413) 442-1734

EDUCATION

1977 Taconic High School Graduate
Graduate of : Construction Safety
Concrete Technology
Construction Foreman Safety Course
Laborers Training Center, Hopkinton, Mass.

PROFESSIONAL EXPERIENCE

| | |
|-----------------------------------|--|
| Sept. 1988 - present | Boldt Construction Company, Housatonic, Mass. |
| June, 1986 - Sept., 1988 | David J. Tierney, Jr., Inc., 169 Gale Avenue, Pittsfield, Massachusetts |
| January, 1986 - April, 1986 | Ballard International |
| October, 1985 - December, 1985 | Stebbins Engineering Shop Steward |
| April, 1985 - October, 1985 | Natgun Corporation Shop Steward |
| July, 1977 - March, 1985 | Unistress Corporation, 541 Hubbard Avenue, Pittsfield, Massachusetts. |

Chief Shop Steward for 4½ years.
Safety Committee for 2 years.

SPECIALIZED QUALIFICATIONS

Laborer's Local Union #473 Have been a member since July, 1977.
Served as Auditor for 4 years.
Recording Secretary since 1986.
Delegate to District Council since September, 1987.
Delegate to Central Berkshire Labor Council
Delegate to Mass Building Trades Convention
By Pass Committee
Prevailing Wage Hotline Volunteer

SPECIALIZED SKILLS

Massachusetts Hoisting License

REFERENCES Furnished upon request

PROGRAM COORDINATOR I

General Duties

Coordinates and monitors assigned program activities; reviews and analyzes data concerning agency programs; provides technical assistance and advice to agency personnel and others; responds to inquiries; maintains liaison with various agencies; and performs related work as required.

Obtains early warning information on potential and actual plant closings, long term layoffs terminations, by maintaining a network of communication among labor organizations.

Provides technical assistance to dislocated workers and employee groups in utilizing established training programs and options, social services and economic enhancement programs for dislocated workers.

Serves as a link between the state and dislocated worker interests by meeting with local unions, central labor councils and all other employee groups in order to promote dislocated worker interests.

Advocates for Dislocated Workers' interests in particular SDA areas by promoting appropriate training programs and services to insure that these programs and services are available to Dislocated Workers.

Works with labor PIC members to promote dislocated worker interests.

Submits written reports to program office weekly.

Develops and maintains a regular schedule of contact with Industrial Services Program Staff to: coordinate ongoing program activities; share information on closings, lay-offs, workers needs, labor union interests, and job or training opportunities for dislocated workers.

Qualifications and Requirements

Considerable knowledge of the principles and practices of labor unions and their members throughout the assigned region.

Considerable experience and knowledge of the labor movement.

Familiarity with employee groups, community based organizations, community groups women's groups etc throughout the assigned region.

Ability to gather information and assemble items of information in accordance with established procedures.

Ability to analyze and determine the applicability of data, to draw conclusions and make appropriate recommendations.

Ability to establish rapport and maintain harmonious working relationships with other agencies.

Ability to maintain up-to-date files, contacts, etc. on the various training programs and services available to dislocated workers.

Ability to coordinate with other state agencies and set up employee meetings and provide assistance to dislocated workers.

Ability to compile and keep notes necessary for the submission of detailed, accurate and concise reports.

C

Edward M. Kennedy

November 21, 1988

Mr. Arthur Osborn
President, Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

Thank you for all your help with the November 7 pre-election rally. I appreciate your support.

In addition to my own re-election, I am glad that we triumphed on Question 2. It was a great victory for all of us, and the large margin of victory indicates the people's strong support for the prevailing wage law.

Again, thank you very much.

Best regards,

Ed
Again Arthur
for being there -



OFFICE OF THE COMMISSIONER
JAMES F. SNOW
(617) 727-3454

The Commonwealth of Massachusetts
Executive Office of Labor
Department of Labor and Industries
Leverett Saltonstall Building, Government Center
100 Cambridge Street, Boston, 02202

For Immediate Release

For further information contact:
James F. Snow, Joseph R. Belloli, or Marsha Hunter
727-3454

State Labor Department Issues Deleading Regulations

The Massachusetts Department of Labor and Industries (DLI) has filed Deleading Regulations which became effective November 25, 1988. These regulations are in response to the recent amendment of the Lead Law.

The new legislation requires DLI to establish requirements to protect the safety and health of workers who engage in or inspect the removal, covering or replacement of paint, plaster or other material containing a dangerous level of lead. The regulations also provide safety procedures for workers on renovation or rehabilitation projects, and set forth requirements for training, certification and licensing of deleaders, supervisors, contractors and training providers.

Copies are available from:

State House Bookstore
State House, Room 117
Boston, MA 02133

Telephone: (617) 727-2834

Titled: Massachusetts Register #596
November 25, 1988

John Hancock Mutual Life Insurance Company

Office of the Chairman

John Hancock Place
Post Office Box 111
Boston, Massachusetts 02117
(617) 572-6620

E. James Morton
Chairman and Chief Executive Officer



December 8, 1988

Mr. Arthur R. Osborn
President
Massachusetts State Labor Council, AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

Now that this year's successful United Way is behind us, I want to express my personal appreciation to each of you whose contribution made it all possible.

The effective leadership that you and Joe provided enabled us to continue to generate strong labor support. With your assistance, we have been able to raise significantly more funds to help our friends and neighbors. That's what really makes our efforts worthwhile.

Many thanks, Arthur, for a job well done.

Sincerely,

A handwritten signature in blue ink, appearing to read "EJM", written over a horizontal line.

E. James Morton

EJM:am
cc: Joseph W. Joyce

C

Mass Taxi Drivers' Assoc.

BOB ALBANY
522-8294

Roy Ruff 265-
4019

OUTLINE of TAXI INDUSTRY ISSUES and PROBLEMS

The major issues and problems affecting the taxi industry can be grouped into three broad categories: Working Conditions, Service Problems and Economic Issues.

DRIVER WORKING CONDITIONS

Driving a cab in Boston is hard work. The problem of attracting and keeping well-trained "professional" drivers working in this difficult environment is exacerbated by the existence of the following conditions:

- 1.) The 12 hour workday: as the industry is now structured, drivers must work the full 12 hour shift to earn an adequate daily wage.
- 2.) lack of benefits
 - a.) no health insurance
 - b.) no pension plan
 - c.) no unemployment insurance
 - d.) no Social Security withholding
- 3.) Elimination of taxi drivers from Workmen's Compensation coverage via a 1986 amendment to the Workmen's Comp laws by the state legislature leaves a driver and his family with no protection in the event of his injury or death.
- 4.) Drivers are personally held liable for damage to taxi cabs in the event of accidents. If they do not pay for some or all of the damage (despite the owners insurance coverage) they are released.
- 5.) Drivers are not covered (except for \$2000 "PIP") under the owners automobile insurance policy if they are injured in a car accident. (Passengers have minimal coverage that most likely would prove to be inadequate in the event of anything more than a minor injury.)
- 6.) Taxicabs are poorly maintained in terms of drivers comfort as well as driver and passenger safety. Poor seats, poor lighting, poor wipers, inadequate mirrors, ect. are everyday frustrations for cab drivers. Larger safety issues such as bad exhaust, dangerous ball joints, poor brakes ect. that might be uncovered during the annual vehicle inspection are not found as taxi owners, like most commercial vehicle owners, have either direct or indirect access to the inspection process.

2 Outline of Taxi Industry Issues and Problems

SERVICE CONDITIONS

The taxi industry is a service industry. The delivery of adequate taxi service is the responsibility of both the city and medallion owners. Both the city and owners fail to adequately uphold that responsibility because:

- 1.) Lack of cabstands. Many cab stands, especially downtown, have been eliminated yet the demand (each new office tower means thousands more potential riders) is increasing.
- 2.) Lack of enforcement (ticketing and towing) on existing cabstands. Cab drivers cannot deliver good service if their customers cannot find them.
- 3.) Industry practices (shift changes during rush hour, the 12 hour work day for the driver.)
- 4.) Lack of Professional Development (No "career path", no program to encourage or reward drivers to stay in the industry either as drivers or as single medallion owners.)
- 5.) Lack of delivery of cab services to neighborhoods (encouraged by industry economic practices.)
- 6.) Lack of full utilization of existing taxi cab passenger capacity (no multiple loading.)
- 7.) Traffic conditions hamper delivery of cab services to the public. From a drivers' view, the city still has a hap-hazard and inadequate system of traffic management.
- 8.) Cab conditions, despite recent improvements, many cabs are still not clean or comfortable for either driver or passenger.
- 9.) No promotion of cab usage or basic public education on how and where to get cabs.
- 10.) Lack of promotion and delivery of important information relating to the taxi industry (conventions, conferences, exhibitions ect.) by hotel/business interests and taxi owners.
- 11) The extremely high automobile insurance rates (\$5000+) for even minimal coverage guarantees inadequate protection for driver and passenger alike.

3 Outline of Taxi Industry Issues and Problems

ECONOMIC ISSUES

It cannot be denied that the taxi industry in Boston is a commercial enterprise. It can also not be denied that the manner in which economic goals are achieved has a profound effect on the delivery of taxi services.

1.) Because of the "lease" system, an owner has little interest in providing good service. Once a cab is signed over to a driver an owners interest in that cab ceases. Owners are in the cab leasing business not the cab business. Driver earnings and/or the effective delivery of taxi service have little importance to an owner because he will not benefit from showing such an interest in those issues.

2.) The sole point of regulation in the taxi industry is the taxi meter. Drivers are regulated in what they can charge customers but owners may set a driver's lease rates at any level. Some connection must be made between the lease rates cab owners charge their drivers and what a driver can earn.

3.) Drivers are being squeezed from all sides:

- a.) new competition (limos, buses, vans ect.) means gross revenues for drivers are down.)
- b.) Taxi lease rates have been rising - at the rate of about 10% per year
- c.) Increased traffic limits revenue
- d.) Drivers are not even keeping pace with the 6% inflation rate of Boston over the last four years

4.) The selling and speculation in taxi medallions, fueled by meter increases limits the oportunities for drivers to buy a medallion as well as inflating the lease rates charged to all drivers (and indirectly the fares charged the public.)

The question of new medallions has opened the way for the discussion of these vital issues. Regardless of how the new medallion question is answered the above mentioned issues and problems will continue to impact the taxi industry in Boston. Whether the Hackney Carriage Unit has the capacity and the capability to deal with these issues or if some other administering body is necessary to monitor all aspects of taxi service in Boston is an open question.

Until the above mentioned issues and problems are resolved, however, an efficient, safe and reliable cab service for all of Boston will not exist.

Robert Albanys

Ray Rufo

Jack Tuttle - 254-0364

JIM
McCordland -
726-7280

MTT - East -
Also 6-Annies?
BTV.

Juan Samuella
727-2804

John Schneider
576-2925

Tom -
296-1686 -
John Wynn -

12-12-88



Heaven's Children

"Granting a wish to a terminally ill child"

6 Cabot Place • Stoughton, MA 02072 • (617) 341-0030 • 1-800-343-1101



KENNETH SINGER

President/Founder Heaven's Children
Founder of Hundi Kids, 1963

*Love
Barbara*

December, 1988

Dear Friend,

Enclosed please find the 1988 Ad Book and Shoppers Guide which you so generously supported.

The booklets are distributed at all Heaven's Children fund-raisers and events.

Again, thank you for your support and caring. It is generous people such as yourself that allow Heaven's Children to continue our commitment to the terminally ill children and handicapped in the community.

Sincerely,

Barbara Fitzgerald

Barbara Fitzgerald
Executive Director
Public Relations

BF/rc

Encl.

in affiliation with

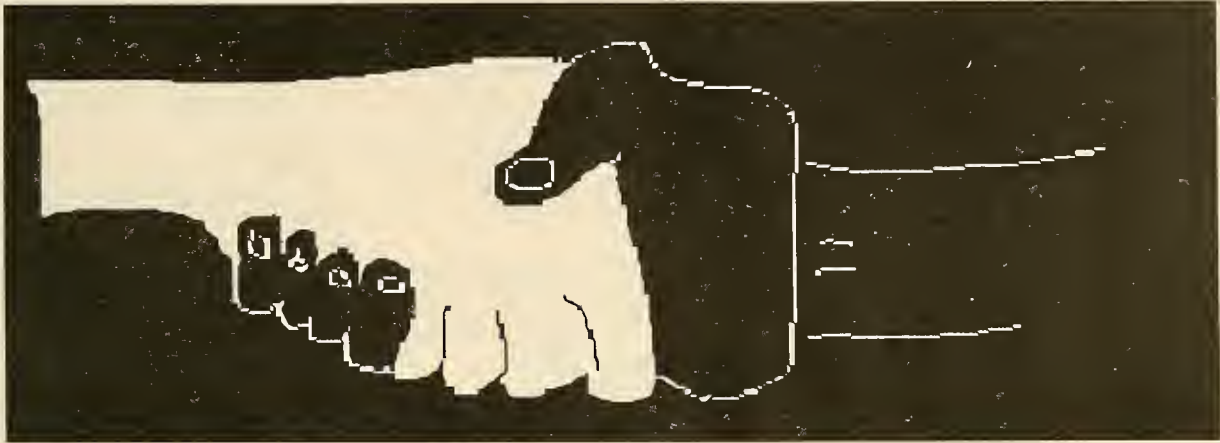
The National Academy for the Advancement of the Handicapped

HOUSING MATTERS

Vol. 3, #1

A FORUM FOR HOUSING NEWS IN MASSACHUSETTS

NOV/DEC 1988



Local 26 - Going Where No Union Has Ever Gone

COMPLIMENTARY
COPY

By A.R. Duke

Boston's Hotel and Restaurant Workers Union, Local 26, has done what no other union in the country has ever done. It has negotiated - and won - a contract with a housing benefit. While even faithful supporters may have thought that Local 26 was reaching for the stars, it has now paved the way for unions across the country to bring housing to the bargaining table.

A Union Housing Trust Fund

Under Local 26's 1988 contract, thirteen hotels in the Greater Boston area are to contribute 5¢ per hour, per worker into a housing trust fund. At the end of three years, this will raise over \$1 million. "This is not charity," says Bruce Marks, Local 26's housing specialist. "This legitimizes private sector support for affordable housing. When you make management part of the housing trust fund, they have an obligation to make it viable. They must then become part of the affordable housing coalition. When people go to lobby Congress for more funds for housing, they now become part of the coalition that comes with us."

For the Local 26's housing trust fund to be activated,

Continued on page 6

By Jean Kluver

Marie Buendia supports five children alone on her salary of \$274 a week. She and her family live in a one bedroom apartment, for which they pay \$400 a month in rent. Ronald Fenton earns more than \$375 a week, but he still cannot find an affordable apartment for himself, his wife, and their two children. They live with his parents, in a four bedroom apartment, crowded with ten other siblings.

These people sound like they are in desperate economic straits, and they are. Yet, they are far from the stereotypical notion of urban poverty: both work full time, in Boston's rapidly growing service sector. They have held their jobs for a number of years, are members of Boston's Hotel and Restaurant Workers Union, and have seen their wages increase fairly steadily. But, the vibrant urban economy that is creating thousands of new service sector jobs each year cannot offer these workers affordable homes.

Over the last ten years, Boston's labor market and its housing market have been on a collision course. The metropolitan area has lost middle-wage manufacturing jobs and gained many financial and service sector jobs, which tend to pay either high or low wages. This new, more unequal income distribution has had a dire effect on the housing market.

Continued on page 4

REGIONAL NOTES

Boston's "Know Your Rights" Campaign

In June of 1987, at the urging of Mayor Flynn and advocates for tenants and the homeless, the Boston City Council passed an ordinance prohibiting the conversion of rooming houses to any other use unless their owners secure "Removal Permits" from the City. While the ordinance had been passed in an effort to save the few remaining SRO's and to keep present tenants from joining the ranks of the homeless, there has been a major problem in enforcing this law. Tenants don't know about it.

For people who live in rooming houses, or single room occupancy units (SRO's), knowing one's rights can make the difference between being housed and becoming homeless.

Several weeks ago, Greater Boston Elderly Legal Services (GBELS), the Civil Liberties Union of Massachusetts, the Boston Rent Equity Board, and six other Boston City Hall departments, took on this issue and sponsored a "Know Your Rights" campaign targeted at tenants in SRO's. Spearheaded by Laura Monroe, an attorney with GBELS, the campaign recruited over 80 students from local colleges and law schools to comb Boston in search of rooming house residents.

Briefed as to what they might expect and armed with maps and name tags, the students hit the streets with flyers having three basic messages - SRO residents have rights under the city and state laws; they should not move out or pay higher rents just because their landlords ask them to; and in order to find out what their rights are they should contact the Rent Equity Board (725-3384) or GBELS (536-0400).

With just these three messages, the campaign proved to be an enormous success. In one day, the students distributed information to people in 217 rooming houses in Boston. Tenants are now contacting GBELS and the Rent Equity Board with questions about their rights. Information about buildings at

risk of being converted to other uses surfaced, and now city officials and housing advocates are working to save these buildings.

The experience of the campaign also left its mark on the students, who were eager to get involved in future projects. "There's an enormous amount of people power out there that we don't think about," reflected Monroe, "And we need to be more creative in giving people a chance to do this kind of work."

If you are interested in finding out more about how this campaign was organized, contact Laura Monroe at GBELS in Boston at (617) 536-0400.

HUD Defies Rights of Public Housing Tenants

On November 3, over 100 public housing tenants and housing advocates from across the state gathered at Boston's Regional HUD office in protest of HUD's efforts to repeal regulations concerning lease and grievance procedures.

Enacted in the early 1970's, after hard-fought battles by tenants, the lease and grievance regulations sought to establish a fair way of resolving disputes before they got to court. HUD's attempt to repeal these regulations is a major step backwards.

As proposed, the new regulations would strip tenants of their ability to grieve certain issues. Specifically, the regulations would prohibit tenants from filing a grievance involving:

- A denial of a request to transfer to another apartment for medical reasons,
- A request for repairs or heat in the winter when the housing authority refuses to provide it,
- Hazardous conditions where the housing authority refuses to make repairs.

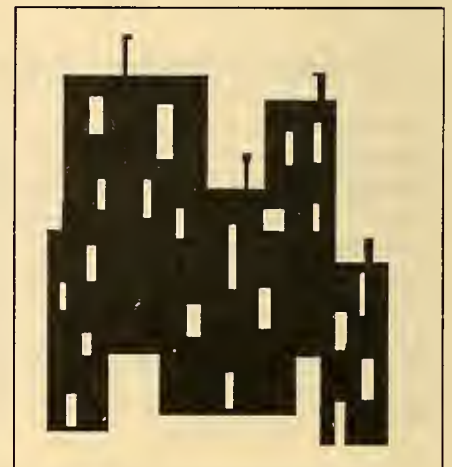
Under the proposed regulations, if the head of the household dies, the remaining members of a tenant's family would

not automatically have a right to stay in the apartment. Tenants would also be deprived of their right to comment on any changes to the housing authority's lease or rules before they are implemented; and elderly tenants would be denied the right to a grievance hearing if they were not given permission to have a live-in aid stay with them.

"This attack on the low-income and the public housing program that houses hundreds of thousands of people across the nation will not be tolerated," stated Phyllis Depina. Depina, who has lived in Roxbury's Orchard Park public housing development for 27 years, added that without the protection of the grievance procedure, she might be homeless today.

In an attempt to prevent these regulations from being enacted, the National Tenants Organization, the Mass Union of Public Housing Tenants, and the Residents Advisory Board of Philadelphia, filed a law suit. The law suit was brought on behalf of specifically-named tenants, including Thelma Rogers, a long-time Massachusetts tenant activist.

At this point, a federal district court in Washington has issued an order temporarily prohibiting HUD from implementing these regulations until January 18, 1989. If you would like more information about the status of these regulations contact the Mass Union of Public Housing Tenants at (617) 825-9750.





Need to know what people are doing about the housing crisis?

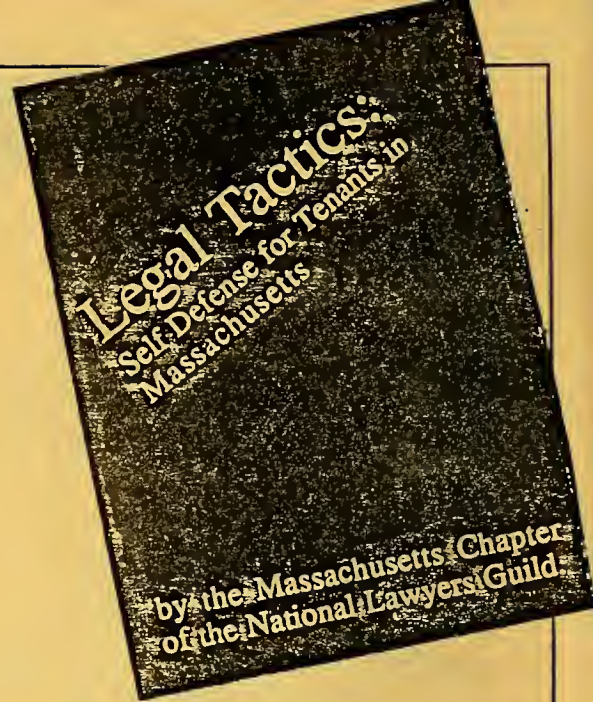
Subscribe to HOUSING MATTERS and find out!



LEGAL TACTICS:

Self-Defense for Tenants in Massachusetts

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Neighborhood Councils & Community Control in Boston

Residents in Boston are no longer standing by just watching developers take over their neighborhoods. The Coalition for Community Control of Development (CCCD), a group of residents from neighborhoods all over Boston, has been researching and developing a way to institutionalize neighborhood control over development. (For background on this effort see "Getting Local: Boston's Citywide Coalition for Community Control" in HOUSING MATTERS, Vol. I, #6).

As an ordinance for Boston is currently drafted, neighborhood councils would have the power to shape development in a number of ways. First, neighborhood councils would have the ability to create and approve master plans which specify the type of development allowed in the community. Councils would also have the ability to enforce master plans by granting or denying certain zoning variances.

In addition to being involved in the master plan process, neighborhood councils would also have the authority to approve specific development projects. The ordinance allows neighborhood councils the final word on projects proposed by the Boston Redevelopment Authority (BRA) and the Public Facilities Department.

While the ordinance seeks to strengthen the role of neighborhoods in making development decisions, it does not grant them unlimited power. For example, neighborhood councils could not lower quotas set by City agencies for affordable housing; it could only raise them.

At this point, CCCD is putting the final touches on its legislation and will be holding a public meeting on January 26, 1989 to review the final ordinance.

For more information, contact Tom Webb, Director of CCCD at (617) 424-1066.

Women as Single Parents: Confronting Institutional Barriers in the Courts, Workplace, and the Housing Market

Edited by Elizabeth Mulroy

Just released, **Women as Single Parents** provides a long overdue examination of important issues facing single mothers such as non-enforcement of child support, gender bias in the courts, occupational segregation, child care, and the lack of affordable housing.

For information on obtaining the book contact:
Auburn House Publishing Company at 1-800-223-BOOK.

Lead Paint

It seems that wherever housing advocates gather, there's a lot of gloomy talk about lead paint. At a November 4th conference on lead paint, coordinated by the University of Massachusetts Cooperative Extension and a number of statewide advocacy groups, there were some answers - and there was some hope about how advocates and public agencies can work together to implement the new lead law.

Enacted last January, the new lead law has been strengthened in a number of ways. Some of the major provisions added include:

- Mandatory lead poisoning testing for children up to the age of 6 by a physician.
- Removal of lead paint from chewable surfaces up to 5 instead of 4 feet.
- Training and licensing program for lead paint inspectors and deleaders.
- Disclosure of lead paint by home sellers and real estate agents.

As of July, the Department of Public Health also issued new regulations which specify how the new law should be carried out. The question that was continually addressed at the conference was how can advocates make sure that this new law gets enforced properly?

Barry Ingber, from the Coalition for a Lead-Free Lynn, discussed how by organizing human service providers and community residents and exerting steady pressure on the city, they were able to get the city to replace dysfunctional testing equipment and higher a

new inspector to conduct lead inspections.

Steve Wasserman, an attorney in Lynn, spoke about the need to pursue the available legal strategies, and how in many cases families who leave apartments, because a child has been poisoned, are not taking any legal action. Conference participants discussed the need to get the Massachusetts Commission Against Discrimination to take a more aggressive role in educating landlords that having lead paint in their apartments is discrimination against children.

While Peter Richardson from the Executive Office of Communities and Development (EOCD), discussed plans to administer a new grant/loan program, which is to pay for deleading and interim housing during deleading, it is unclear what will happen to this program since its backing was to come from the Interstate Banking Bill which just died.

Frustrated with lack of attention given to the issue of lead paint, participants at the conference formed a number of working groups to press issues of enforcement. The groups formed are:

- Legislative & Budget Advocacy
- Administrative Advocacy
- Enforcement & Public Education
- Advocacy with Boards of Health & City Councils
- Landlord Education

These groups will begin meeting in January. If you are interested in becoming involved contact Stephanie Pollack at (617) 742-2540 or Kim Tucker at (508) 531-0767.

Kim Tucker

Boston Hotel

High-income earners bid up the price of housing and in many cases decrease the supply of moderately-priced housing units by upgrading and converting them to condominiums. The city's growing number of low-wage workers are left with a dwindling stock of affordable housing. With federal spending no longer augmenting the supply of low-income housing, the crunch is exacerbated.

Low-wage workers here and elsewhere have had a time-honored approach to raising their standard of living -- unionize and collectively bargain to "take wages out of competition." Yet given current labor and housing market trends, it may be in many workers' interests to try to "take housing out of competition." Especially for lower-wage workers, to include housing in a bundle of benefits that can be collectively bargained instead of competing in the free market for housing may improve their standard of living even more than negotiating on wages alone.

What would a strategy to "take housing out of competition" look like? In recent years, many unions have become involved in housing development and finance in various ways. This year Local 26, the Boston local of the Hotel and Restaurant Employees Union, is doing what no union has attempted to do: to use a combination of employer, union, and public funds to develop a housing program for union members. As the first union to try this strategy, Local 26 will face a number of challenges in breaking new ground.



Local 26's November 16th rally in Arlington.

The Need for Housing

Ninety percent of Local 26's members are renters. They are part of a large, growing low-wage workforce, which includes retail trade workers, health service workers, and clerical workers. For all of these workers, there are currently many jobs, but no affordable housing.

While hotel workers have negotiated for a 20% increase in wages over the last three years, the increase has been a far cry from keeping pace with housing costs. In Boston, most hotel workers are excluded from purchasing a home, and more and more are having difficulty affording rental housing. Hotel workers' wages average less than \$15,000, with the median household income being \$22,000. The annual income necessary, however, to purchase a home on the private market in Boston is \$59,449. A median priced home subsidized under the state's Homeownership Opportunity Program requires an income of \$33,246; and to rent the median priced apartment in Boston requires an income of \$32,160.

Local 26's Housing Program

Local 26's Housing Program will work on both the supply and demand sides of the housing crisis. Local 26's recently-won employer-contributed housing trust fund will make housing assistance loans and grants to hotel workers to help with downpayments and security deposits, for example. The union is also proposing to develop new units of low income housing for hotel workers and others, probably in a joint-venture with a neighborhood-based organization. To finance this development, Local 26 plans to use International Union pension funds, its own pension funds, and other private and public financing.

As the first union in the country to attempt such a comprehensive housing program, Local 26 is bound to face some obstacles. Federal labor law, for example, does not provide for easy ways to collectively bargain for a housing benefit, and must be amended within the next 18 months in order for the housing trust fund to be viable. Under the Reagan Administration, any innovative use of pension funds has also been challenged by the Department of Labor. Even local public agencies and private funders may be hesitant to support

Continued on page 5

Workers



the housing development efforts of such a confrontational entity. Yet, as Local 26 succeeds, it paves the way for other unions to follow.

New Definition of Community Development

For most of its history, the actors in the community development movement have defined themselves geographically. What Local 26 is trying to do poses a new definition of community, one based on the workplace. Local 26 may have to struggle to re-define the rules of the community development game so that the legal and political definition of community will no longer be limited to the neighborhood, but can include the workplace as well.

Despite the legal and political struggles that Local 26 is having to wage in seeking housing for its membership, it is a strong union with considerable political clout. Unfortunately, most other service sector workers will not have such an institution behind them. In fact, with the exception of public employees, most other service sector workers are in small, non-unionized workplaces.

But as is true with almost every intractable problem, small-scale solutions can be pursued alongside broader ones. While union housing development efforts, like the work of traditional neighborhood-based community development corporations, may benefit only a fraction of the people who need housing, Local 26's effort raises the prospect of an alliance between the labor movement and the community development movements that will strengthen both. ■

This article and the adjoining box were excerpted from a thesis authored by Jean Kluver entitled "From Work to Home: Boston's Hotel Workers and The Prospects of Union-Sponsored Housing" submitted to the Massachusetts Institute of Technology.

Housing Development With A Union Label

Financing Union-Built Housing

Many unions are using their pension funds to finance union-built housing construction. One of the most innovative projects of this type is the Bricklayers' and Laborers' Nonprofit Housing Corporation in Boston. Using a financing mechanism called "development deposit," the Bricklayers Union invests pension funds in bank certificates of deposit with U.S. Trust. In return, U.S. Trust agrees to lend the construction loan for the housing development at two to three points below the market interest rate. To date, the Bricklayers and Laborers Non-profit Housing Corporation has developed 230 union-built housing units, which sell for about 40% below market prices.

Low-Interest Mortgages

Unions are also using pension funds to provide low-interest mortgages for union members. The first private sector union to succeed with this kind of program was a Florida Local of the Operating Engineers. Although the Department of Labor (DOL) sued the Operating Engineers for using their pension assets in this way, DOL was defeated in court in 1985. To date the Ironworkers Union in New York City has been the only other private sector union to set up a low-interest mortgage loan program for its members. The program offers mortgages at about 2 percentage points lower than a regular bank loan. This is not a loan program for low-income people; a 25% downpayment is required, and the bank uses all the standard criteria for accepting or rejecting mortgage applications.

Cooperative Housing

In the 1950's and 1960's, a number of unions in New York City, including the International Ladies Garment Workers Union (ILGWU), invested in cooperative apartments buildings. The buildings were open to anyone within certain eligibility requirements, although a large share of union members became resident shareholders through word of mouth. In San Francisco in the 1960's, the International Longshoreman's and Warehousemen's Union built housing for retirees. The United Farmworkers have also built cooperative housing for retired farmworkers.

Local 26

however, it needs Congress' seal of approval; and it must have it within the next 18 months. While the hotel owners have argued that under federal labor laws, there is no provision which states that trust funds created as part of contract negotiations can be used for housing, Local 26 has always maintained that there's no provision stating that a housing trust fund cannot be part of contract negotiations. Because this is a gray area within the law, an amendment must be made clarifying that a housing trust fund is legal. "We've done the hard work," Local 26 President Domenic Bozzotto states. "The easy work is for the politicians to do what they're supposed to do."

But while Local 26 has fought a long battle, its members are hardly about to turn their swords into plowshares now. Expecting strong opposition from the business community, Local 26 has already begun to form committees and talk with other unions across the country about getting the amendment through Congress. The "final touches," putting the housing trust fund into the law, will bring the unions out says Bozzotto. At this point, Bozzotto sees union leadership falling into two camps: "there are those who wish they would have thought of this one first, and there are those who are getting headaches because this only seems to represent more work."

Building A Housing Program

Local 26's victory is also a victory for organizing. Two and half years ago, Local 26 surveyed its membership as to what issues should be raised in the 1988 contract negotiations. The issue that came up the most was housing. Digging deeper, Local 26 saw that their members lived in unsafe, overcrowded conditions and paid high rents. Having won a legal services plan in their 1985 contract, Local 26 mobilized its membership to use lawyers and the courts to take on landlords for not repairing unsafe conditions and illegally adjusting rents.

Union members brought class action suits and joined with their neighbors in challenging landlords. When they saw that they could affect their housing conditions people were ready to take the next step.

For Local 26 staff, this meant gearing up their operations and

loading their computers. More surveys went out to people to get further information about their housing needs. A computerized data base with profiles of their membership was created to match people to housing programs for which they would be eligible. Helping people fill out forms, getting people through the red tape, educating them about housing cooperatives all meant that Local 26 was getting their members housed.

As the housing program evolved, so did the movement and conviction that housing should be the top priority in negotiating the 1988 contract; and if they had to invent a remedy - like a housing trust fund - they would. Having negotiated the first legal and dental plans in the country, they had traveled this route before.

With its membership casting an overwhelming vote to give the 165-member negotiating team authorization to strike if the hotel owners did not come to the table with a housing fund, there was a clear mandate. Never surrender.

Prepared to picket and non-violently protest through civil disobedience, Local 26 members filled a church in Arlington to beyond capacity with over 2,000 strong ready to strike. Mayors coming into Boston for a conference had been contacted to lend their support; the Lawyers Guild had organized teams of legal observers and attorneys to represent those who got arrested; other unions, community groups, and politi-

cians were ready to join the picket lines.

Meanwhile the hotels had also done their homework, they threatened the union with injunctions and a suit, and were prepared for a strike, Local 26 had gotten the public's attention. Everyone was watching. How could the hotel owners refuse to talk with them about one of the most serious problems this country is facing?

"So many good people and organizations were a part of this," reflected Domenic Bozzotto. "And coalitions were formed which will have a rippling affect." This victory was one worth reaching for. ■



Employer-Assisted Housing Programs

In the 1890's in Pullman Pennsylvania, employer-assisted housing meant that the company owned your town. It also meant that the company owned your vote, your ability to strike, and your ability to speak out.

*Today, it is the unions, government officials, and housing advocates that are taking the lead in defining what employer-assistance means. As this issue is going to press, a national conference is being held by the American Affordable Housing Institute in New Jersey on what businesses are doing (or can be doing) to help their workers find affordable housing. How a particular business provides assistance undoubtedly varies as do the needs of their employees and could encompass a wide spectrum of alternatives. As people begin to caucus about issues, such as how do we begin to educate businesses and communities about creating employer-assisted housing programs, here are some of the models being discussed.**

Group Mortgage Guarantee and Insurance Plans

The University of Pennsylvania's program offers 100% mortgage insurance on loans made to permanent staff purchasing a home in neighborhoods around the campus. Because the University guarantees the mortgages, the lender does not require participants to pay down-payments. Homebuyers also save by not having to pay mortgage insurance. The University's program has operated for about 20 years, during which time only two participants have defaulted on their mortgages.

Group Mortgage Origination Plans and Buy-Down Programs

Colgate-Palmolive has a program through which a lender, in exchange for an exclusive ability to market its services to Colgate's employees, has agreed to forgoe one closing point on the mortgage. To further bring the cost of a mortgage down, Colgate "buys-down," or pays for up to another one and one-half points.

Community Housing Partnerships

In some cities, businesses are playing a more direct role in public-private housing partnerships. In San Francisco, the Chevron, Levi Strauss, and Wells Fargo companies worked with Bridge Housing Corporation, a non-profit organization, in creating a fund through which to develop affordable housing. The Bridge Housing Corporation has been able to produce 3,043 units of housing in five years, of which 40% of the units were available at below-market rates.

Down-payment Loan and Grant Programs

Employers can also offer down-payment loans or grants to workers by deferring repayment for a number of years. From the employee's perspective, this would buy them some time to increase their earnings. From the employer's perspective, they could secure the loan by holding a second mortgage on the property.

*** Resources**

What Every Business Can Do About Housing,
By Peter Dreier, David Schwartz,
and Ann Grenier,
Harvard Business Review, No. 88505
(September-October 1988)

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HOUSING MATTERS is published six times a year by the Massachusetts Law Reform Institute, 69 Canal St., Boston, MA 02114 (617)742-9250. Copyright 1988. Support and contributions have come from Poloroid Foundation, Globe Foundation, and Clippership Foundation. Special thanks to Sylvia deMurias. Material in HOUSING MATTERS does not necessarily reflect the opinion of the sponsoring organizations. HOUSING MATTERS welcomes updates, comments, articles, and letters.

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Avoid Raising Taxes - Who's Fooling Who?

A. R. Duke

Don't worry, be happy. The Governor say, the tax no raise, he try to avoid that phase. Don't worry, be happy.

Don't worry? State officials have been performing bloodletting on housing and human service budgets. On November 29 Governor Dukakis called a group of housing advocates to his office and informed them that he was putting a cap on the state's construction budget, and that this year's housing bond money was going to be cut by approximately 25%, or \$70 million. What this means is that public housing authorities will not be able to acquire units for families under the state's 705 Program even though there is soft market and condo units, ripe for the purchase, are sitting empty. It is expected that non-profit developers will also be hit hard because funding for one of the better programs to come down the pike, the Housing Innovations Fund, will be deferred. How much will be deferred, is not entirely clear at this point.

But don't worry, be happy.

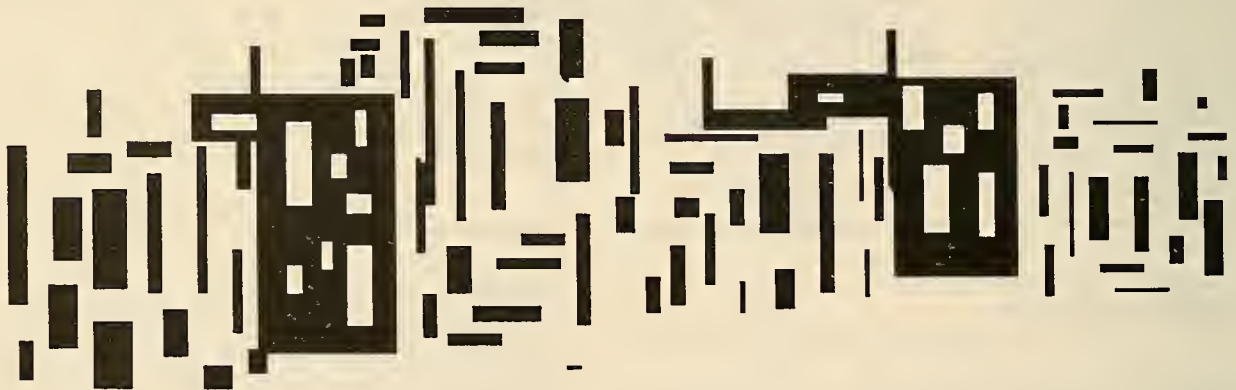
A week after the meeting with the Governor, housing advocates had another meeting with Amy Anthony, Secretary of the Executive Office of Communities and Development (EOCD). In that meeting Secretary Anthony announced \$6.5 million in cuts to

this year's budget. Hit hardest was the security program for elders and families in public housing, which was completely eliminated. Funds in the abandonment, supportive services, and urban renewal programs will be frozen; and certain rental subsidies, such as 707 Certificates, which come back to the housing authority for one reason or another, will not be immediately re-issued. This delay, Secretary Anthony claims, will save \$1 million. And we know what this delay will mean for people who need the subsidies.

The other boomerang was the Governor's highly touted homelessness prevention program which was to begin in January. Secretary Anthony said that all of the money in the homeless account will now go to people who are actually homeless and none to those who at risk of homelessness. So people who are housed and can't afford the rent may make the conscious choice to get evicted, lose their housing, and become homeless in order to get help.

But don't worry, be happy. There's next year's money, too. In October, EOCD had released a proposed budget of \$307 million. Last week, Secretary Anthony told housing advocates that next year's housing budget, before it even gets to the state legislature, is in danger of losing \$30 million.

What's going to happen next year, and the year after that? This state needs money. Cutting direct services and threatening to layoff state employees is not going to bring about any long-term solution. And using them as a warm-up act for a tax increase makes us real worried, not happy.



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